

**AMERICAN ARBITRATION ASSOCIATION  
EMPLOYMENT ARBITRATION TRIBUNAL**

-----	)	
JEAN-PHILIPPE MAHEU,	)	
	)	
Claimant,	)	AAA Case No. 01-23-0002-2430
	)	
-against-	)	
	)	
TWITTER, INC. AND X CORP.,	)	
	)	
Respondents.	)	
-----	)	

**FINAL AWARD**

I, THE UNDERSIGNED ARBITRATOR, having been duly appointed and qualified pursuant to a Dispute Resolution Agreement (undated), and having been duly sworn, and Claimant, Jean-Philippe Maheu ("Claimant" or "Maheu") having been represented by Shannon Liss-Riordan, Esq., Brad Manewith, Esq. and Trevor Byrne, Esq. of Lichten & Liss-Riordan, P.C., and Respondents, Twitter, Inc. and X Corp. (collectively "Respondents" or "Twitter"), having been represented by Margaret Schmidt, Esq., Elyde Thompson, Esq. and Annie Goodman, Esq. of Quinn Emanuel Urquhart & Sullivan LLP, and a hearing having been held and the undersigned having duly heard the proofs and allegations of the parties, do hereby AWARD as follows:

**BACKGROUND**

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

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[REDACTED]

Maheu commenced this arbitration proceeding on April 28, 2023, asserting the following claims: [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Respondents filed their Response to Claimant's Arbitration Demand on August 7, 2023, [REDACTED]. A hearing was held on September 10, 11 and 12, 2024, [REDACTED]. The conclusions reached herein were impacted substantially by my assessment of the credibility of the witnesses who testified. Following the evidentiary hearing, the parties filed extensive post-hearing briefs and responsive briefs and oral argument was held on November 18, 2024.

**DISCUSSION**

[REDACTED]

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AWARD

1. [REDACTED]

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3. [REDACTED]

4. [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

11/22/24  
Date

Arthur D. Felsenfeld  
Arthur D. Felsenfeld

I, Arthur D. Felsenfeld, do hereby affirm upon my oath as Arbitrator that I am the individual described in and who executed this instrument, which is my Award.

11/22/24  
Date

Arthur D. Felsenfeld  
Arthur D. Felsenfeld